

The Clinical Education Career Framework: Progress to Date

June 2009

Mentorship and support should be available at all levels of the framework

Career Framework for Health ¹	Recommended Educational Preparation	Broad Capability	Example Sphere of Responsibility		
			An individual career pathway could move between each group to build a career portfolio or work across the groups through joint/associate/honorary/sessional roles.		
			Clinical Education Role in Service	Clinical Education role in an Educational Institution	Remit for Clinical Education as part of another role
More Senior Staff Level 9 and above	SCQF 11/12 Masters / Doctorate and post doctorate Post graduate Teaching qualification (NMC recordable) Work based learning Continuing Professional Development	Capable of leading change in large scale and complex organisations in order to transform health care practice through education.	Strategic and/or corporate responsibility leading and informing educational development, delivery and policy within Service.	Strategic and/or corporate responsibility leading and informing educational development, delivery and policy within an Education Institution.	Strategic and/or corporate responsibility leading and informing educational development, delivery and policy within Service as part of a wider remit.
Consultant Practitioners Level 8	SCQF 11/12 Masters / Doctorate Degree Post graduate Teaching qualification (NMC recordable) Work based learning Continuing Professional Development	Capable of transforming healthcare practice through evidence based educational and curriculum development and delivery within service and/or education	Leading the strategic development of the educational infrastructure within service and/or delivering education within service, or across clinical practice and educational institutions at local, regional or national level.	Leading, delivering and evaluating curriculum development. Contribute to service delivery and redesign through application of educational expertise.	Responsible for leading and/or delivering education within a service area or across clinical practice and educational institutions as a significant part of role
Advanced Practitioner Level 7	SCQF 11 Masters level preparation Post graduate Teaching qualification (NMC recordable) Work based learning Continuing Professional Development	Capable of advancing practice through educational development and delivery	Leading effective processes for ensuring quality of educational delivery in the practice setting. Delivering clinical education and leading the development of the clinical learning environment	Informing the development of educational and curriculum across educational institutions and clinical practice. Use educational expertise in practice through activities such as critical companionship.	Delivering and/or facilitating education within and between educational institutions and clinical practice
Senior Practitioners Level 6	SCQF 9/10 Degree and post graduate level Teaching learning and assessment modules. Work based learning Continuing Professional Development	Capable of delivering education and transforming the clinical learning environment	Delivering formal and experiential education within and across practice / educational institutions Developing the clinical learning environment and enhancing partnership working	Delivering education within education institutions relevant to the area of clinical expertise	Facilitating effective preparation and ongoing development of others who support learners.
Practitioners Level 5	SCQF 9 Degree level Flying Start Mentor preparation Teaching learning and assessment Work based learning Continuing Professional Development	Capable of supporting learning, teaching and assessment of individuals/groups of learners to meet educational needs.	Contributing to delivery of education within a specific area of practice.	Contributing to education within education institutions relevant to the area of clinical expertise	Providing high quality experiential learning. Contributing to the development of the clinical learning environment Contributing to the supervision, learning, teaching and assessment of learners in practice to meet their education and CPD needs. Developing learning activities pertinent to their area of practice.
Student Practitioners (<i>this level is not featured within the national career framework</i>)	SCQF 8/9 Pre-registration education	Developing capability to support learning, teaching and assessment as part of a team approach to care.	Not presently applicable	Not presently applicable	Responsible for own learning and maximising clinical learning opportunities Peer support, role modelling and sharing own learning
Assistant Practitioners Level 4	SCQF 7, 8 Work based learning Development	Capable of supporting learning as a delegated role within their own sphere of practice	Not presently applicable	Not presently applicable	Supporting experiential learning opportunities for others relevant to their own role. Contributing to the formal and informal teaching of learners within protocols relevant to own area of practice
Senior Healthcare Support Worker Level 3	SCQF 6, 7 Work based learning	Capable of providing learning opportunities relevant to their own area of practice	Not presently applicable	Not presently applicable	Contributing to education of learners through role modelling Supporting experiential learning opportunities for others relevant to their own role.
Healthcare Support Worker Level 2	SCQF 4, 5 Work based learning	Capable of supporting learners through effective demonstration of their own developing competence.	Not presently applicable	Not presently applicable	Supporting experiential learning opportunities for others through their own area of practice.
Support worker Level 1	SCQF 2, 3 Work based learning	Capable of supporting learners through demonstration of a positive attitude learning.	Not presently applicable	Not presently applicable	Shares own knowledge and learning with others

¹ Refer also to the Higher Education Career Structure

Further information can be accessed at: www.nes.scot.nhs.uk/practice_education/work/careerspathway/